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Outlook

The University of Maryland Faculty and Staff Weekly Newspaper
Volume 12 Number 12 • November 18, 1997

In Terms of Winter, page 3

Time on Your Side, page 7

Spying on the Past, page 8

White House Applauds Diversity Initiative for Successfully Bridging Racial Divide

Earlier this month, the White House recognized the University of Maryland for its efforts to promote diversity. In new information posted on the World Wide Web, the President's Initiative on Race included among its first set of "promising practices" the university's Diversity Initiative. It is one of only 14 programs or organizations described as "efforts that are successfully bridging racial divides in communities across America." The list can be found on the President's Initiative on Race website, "One America," located at http://www.whitehouse.gov/ Initiatives.

The university's Diversity Initiative, organized under the theme "Moving Toward Community," helps to make diversity a more pervasive part of the campus community by coordinating diversity activities in a single, united effort and by increasing visibility and support for them. The initiative was established in 1993, not long after President William E. Kirwan said, "... within the next decade the university seeks to be recognized for its commitment to cultural and racial diversity."

In 1995 the Ford Foundation recognized the university's Diversity Initiative as a national model, and awarded the university grant money so its experiences could be shared. Together with the Association of American Colleges and Universities, the university developed DiversityWeb, an on-line resource for colleges and universities across the country. This website is one of only five listed by the President's Initiative on Race as a valuable on-line resource for diversity information. It can be found at http://www.white house. gov/Initiatives /resources.html.

The information available on DiversityWeb addresses several key issues relating to campus diversity: institutional vision, leadership and change; recruitment, retention and affirmative action; curricula; faculty and staff involvement; student experience and development; relationships between campuses and the surrounding community; and research on diversity and the impact of diversity on students, institutions and society.

Included on the DiversityWeb is research on diversity-related topics; information on innovative diversity programs and initiatives at colleges and universities nationwide; an extensive database of resources on diversity; "work rooms" where academics involved in diversity programs can share information and ideas; and an on-line resource on diversity in higher education for journalists, the Diversity Newsroom. The Newsroom can be found at http://www. inform. umd.edu/ DiversityNews.

In addition, the university is helping to produce a diversity planning manual which uses the university as a case study for developing a comprehensive, campus-wide diversity plan.

When launching the Diversity Initiative, Kirwan said, "I want College Park to be a place where excellence is achieved through diversity; a place that reflects the diversity of our state and the cultural richness of our world; a place where study and learning count, and color or accent or gender do not; a place where one can attack the ideas of another while affirming the human dignity of all; a place where diversity is not only tolerated, but celebrated; a place that enables individuals to be larger than they once were and more open of mind than they thought they could be."

Clinton's Advisory Board Meets Here Nov. 19, Discusses Diversity's Value in Higher Education

The advisory board of President Clinton's Initiative on Race will hold its next public meeting on Wed., Nov. 19, in the Grand Ballroom of Stamp Student Union. The topic to be discussed in the day-long series of panels is "The Value of Diversity in Higher Education."

The tentative schedule for the day calls for sessions from 9 a.m. to noon, and 1 p.m. to 3:30 p.m. All sessions are open to the general public, without tickets or advance registration. Interested members of the university community are particularly invited to attend. Doors will open and attendees will be seated beginning at 8 a.m.

A number of college and university representatives from across the nation will participate as panelists, and national media coverage of the meeting is anticipated. While no open question and answer session with the audience is planned, it is likely that written questions and comments may be taken.

This year-long initiative was launched by President Clinton last June. It will examine the current state of race relations, as well as laws and policies affecting those relations, and will enlist the support of individuals, organizations, communities and government in working toward a better understanding of our differences while appreciating the values that unite us. The advisory board meetings, to be held across the country, are intended to engage the public in the initiative and to discuss the board's work and findings.

Ellin Scholnick Accepts Associate Provost Post

Ellin Scholnick, professor of psychology, is the newly named associate provost for faculty affairs. Her appointment was announced last week by Gregory Geoffroy, vice president for academic affairs and provost, who extended special thanks to the search committee, headed by Susan Schwab, dean of the School of Public Affairs, for its effort.

Ellin Scholnick

Scholnick will be spending time, over the next few months, in the associate provost's office familiarizing herself with its operation and the issues at hand. However, she won't officially assume her new post until Jan. 1.

As associate provost, Scholnick's primary responsibilities will be overseeing campus promotion and tenure processes, guiding the selection committees for Distinguished Scholar-Teachers and Distinguished University Professors, promoting and initiating programs for faculty development, and bringing issues of faculty concern to the attention of the administration. Being a fellow faculty member who's "committed to faculty life," Scholnick feels she is well qualified to address the needs of and work with faculty on this campus.

Geoffroy describes Scholnick as "a long time member of the College Park faculty and an outstanding campus citizen [who] brings a wealth of experience to the position." Scholnick has been with the University of Maryland since 1967, when she began as an assistant professor.

Among many other activities, she has served on the Senate Executive Committee and the Graduate Council; been a member of numerous Senate and Graduate Council Committees; served on the departmental, college and campus promotion and tenure committees; was elected chair of the Behavioral and Social Sciences Academic Council; and has been president of the campus chapter of Phi Beta Kappa. This past summer, she was selected to attend the Bryn Mawr Summer Institute in Higher Education Administration. Since 1994, Scholnick has held the position of Special Assistant to the President on Women's Issues.

Scholnick says she sees the associate provost's office as one which rewards and fosters excellence, serves as a resource for policies and procedures, attempts to solve problems and creates opportunities for faculty development. "I think of the role as a bridge between the faculty and the administration—and back again," says Scholnick.

"There's a great challenge for faculty now, in terms of faculty roles," says Scholnick. Issues such as fostering diversity, post-tenure review, and increasing the public's under-

—continued on page 2

The Low-Down on Request for Tuition Remission Forms

The Personnel Services Department is now accepting all tuition remission forms for the Spring 1998 semester. The following are instructions that should be followed to facilitate the approval and processing of the required forms.

A. Employee Tuition Remission

Employees must contact their departments requesting preparation of a Request for Tuition Remission form. To be eligible for this benefit, all employees must be on the active payroll 50 percent time or more. The effective date on the payroll must be no later than Feb. 8, 1998. The completed form, with the appropriate approval(s), should be submitted in a sealed envelope to the Personnel Services Department, Staff Benefits Office for final approval.

Pre-registered students must have their forms submitted to the Staff Benefits Office prior to Jan. 6, 1998. Students registering after Jan. 6, 1998, must have their tuition remission form in the Staff Benefits Office by Jan. 26, 1998. Failure to submit the form may result in cancellation of enrollment.

All forms must be submitted to Personnel Services no later than the Last Day of Regular Registration which is Jan. 26, 1998.

Forms received after the above-listed deadlines will not be processed unless a letter signed by the department head, justifying the lateness, is attached to the tuition remission form.

College Park Employees Enrolling at Other Campus Locations:

Employees attending other campuses with tuition remission must submit the authorized Tuition Remission form to the College Park Personnel Services Department. The employee must indicate (in item 17) the campus he or she will be attending. Approved copies will be returned to the employee for use at registration.

Permanent Employees:

- Two courses, not to exceed seven credits per semester for permanent, full-time faculty and staff.
- Permanent, part-time faculty and permanent, part-time staff (at least 50 percent time) will receive tuition remission based on percent of time on the payroll.

B. Graduate Assistants/Fellows Tuition Remission

Graduate Assistants on the payroll 17 percent or more and with a starting date of no later than Feb. 9, 1998, are eligible to receive tuition remission, with departmental approval as follows:

- 17 percent on payroll (half-time) - five credit hours
- 33 percent on payroll (full-time) - 10 credit hours

Fellows are eligible to receive up to 15 credit hours.

The same procedures and deadlines as outlined above apply to graduate assistants and Fellows.

C. Spouse and Dependent Tuition Remission

The amount and level of tuition remission is based on the original hire date of the employee. Detailed regulations may be found in the Board of Regents Policy VII 4.20 approved 2/28/92.

Eligible employees with spouses/dependent children should complete and sign the Request for Tuition Remission form, have it approved by their department head, then forward the form in a sealed envelope to the Staff Benefits Office BEFORE Dec. 1, 1997.

If the established cap has not been reached by Dec. 1, 1997, all applications received by this date will be approved. Applications received thereafter will be processed on a first-come, first-served basis until the cap is reached.

Spouses/dependent children planning to register at any campus other than College Park should contact that specific campus for their regulations. The Tuition Remission form must be approved by the College Park Personnel Services Department prior to registration.

SPECIAL NOTICE:

All students should check the schedule of classes (page 6) regarding dropping and adding courses to avoid billing problems. The tuition remission program does not cover any course below the 100 level.

University College has decided that spouses and/or dependent children will only be eligible for one course. The tuition remission form that is approved at University of Maryland, College Park, indicates eligibility for the benefit. The credit will not be issued until registration takes place. It is suggested that students plan to register early, preferably using mail-in registration.

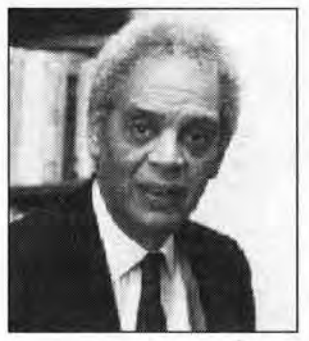
Questions regarding any of the above instructions or procedures should be directed to Rita Rock, Staff Benefits Office, Room 1101 Chesapeake Building, 405-5658.

NOTE: Spouses/dependent children with tuition remission entitlement, graduate assistants and graduate fellows must pay all mandatory fees.

Saving What's Best in America

The EDPA Center for Education Policy and Leadership Colloquium Series, Diversity and Community in American Life, presents Roger Wilkins, speaking on "Saving What is Best in America: Community, Justice and the Dilemmas of Race in America." Wilkins' 4:30 p.m. lecture takes place in Room 0106 France Scott Key Hall.

President Clinton's initiative on race gives America a chance to reassess its national cultural condition just 30 years after the last great piece of civil rights legislation went into the books. Drawing upon his academic work and his substantial personal involvement in the civil rights movement, Wilkins, George Mason University Robinson Professor, will ask whether it is within Americans to respond to the vexing racial issues that confront America.



Roger Wilkins

"The question," as he puts it, "has always been whether we have enough character as a people to give power to 'the better angels of our nature' in our struggle with the demons that have always resided in the national soul."

For more information, please call 405-3566 or 405-3588.

Finding Pleasure in Futility

Werner Seligmann offers, "A Pleasurable Effort in Futility," the fourth and final lecture in the School of Architecture's Fall 1997 series, on Wednesday, Nov. 19 at 7 p.m. in the Architecture Auditorium. Seligmann heads his own firm, Werner Seligmann and Associates, Architects and Urban Designers, which he established in 1961. His work includes such projects as Center Ithaca in Ithaca, New York; Olean Central Fire Station in Olean, New York; and the Administration Building for the Willard State Hospital in New York.

In addition to his professional practice, Seligmann is a professor at the Syracuse University School of Architecture where he served as dean from 1976-1990.

Seligmann received his bachelor of architecture degree from Cornell University in 1955 and completed his graduate studies at the Technische Hochschule Braunschweig in Germany in 1959. In 1981, he studied in Italy as a Fellow of the American Academy in Rome.

For more information about the lecture, which is free and open to the public, please contact Samantha Palmisano at 405-6284.

Reader Reminder

Outlook will not be published next week, Nov. 25 in light of the Thanksgiving break. We will resume publication on Tuesday, Dec. 2. The deadline for the submission of articles for that issue is Friday, Nov. 21.

Ellin Scholnick Accepts Associate Provost Post

Continued from page 1

standing of what faculty do need to be considered, she says. "I would hope the associate provost is one who is thinking about and discussing these issues," she says.

In her new role, Scholnick will reflect on the faculty role as well as trends in higher education. She says she has the advantage of knowing "who our faculty are and what they're doing."

A nationally respected developmental psychologist, Scholnick has conducted research and published widely on the development of reasoning in young children. Her latest book is *The Developmental Psychology of Planning: Why, How and When Do We Plan?* Scholnick has served as director of the undergraduate program in psychology and the graduate program in developmental psychology. She helped plan and guide the implementation of a new developmental science specialization that links graduate study in human development and psychology.

"Everyone talks about cornerstones of excellence," says Scholnick. "But what are cornerstones? They're the faculty."

The excitement and challenge of serving those faculty lies ahead.

Outlook

UNIVERSITY OF MARYLAND *Outlook* is the weekly faculty-staff newspaper serving the College Park campus community. Vice President for University Advancement **Reid Crawford**, Director of University Relations **Roland King**, Editor **Jennifer Hawes**, Assistant Editor **Londa Scott**, Letters to the editor, story suggestions and campus information are welcome. Please submit all material two weeks before the Tuesday of publication. Send material to Editor, *Outlook*, 2101 Turner Hall, College Park, MD 20742. Telephone (301) 405-4629; e-mail outlook@umdacc.umd.edu; fax (301) 314-9344. Outlook can be found online at www.inform.umd.edu/outlook/

Extended Break Enables Campus to Offer Three-Week Winterterm

For the first time this January, the University of Maryland will offer Winterterm courses, including three-week credit and non-credit classes, workshops and study abroad opportunities. Considered a pilot program, Winterterm offers more than 50 courses for students looking to spend their winter break furthering their studies.

Strictly optional, Winterterm is a three-week program available to undergraduate—and in some cases, graduate—students. The term begins on Jan. 5 and wraps up on Jan. 23.

Under the direction of Robert Hampton, associate provost for academic affairs and dean for undergraduate studies, and his office, "Winterterm will become what we make of it," says Hampton. "My hope is that faculty will use the relative freedom of Winterterm to teach in ways constrained by the format of a regular semester."

The compressed-time term offers numerous opportunities for experiential learning, distance learning and service learning, says Hampton, because the Winterterm classes will not necessarily have to meet on campus all the time—if at all. "A class in archaeology could become a team working on an Eastern Shore dig, or students could learn in the many museums, archives and government offices in the Baltimore-Washington area," he adds. While the possibilities may not be limitless, says Hampton, they are extensive and can respond to the needs of a particular course.

Hampton says the university did not advertise its Winterterm beyond campus. The popularity of several courses indicates such advertising wasn't necessary.

A 100-level class, "Elements of Nutrition," and the 400-level "Business Policies" class filled almost immediately. The business course, alone, was filled in four hours and has a 35-student wait-list. And, as of early November, says Hampton, 40 percent of the courses offered had met their minimum enrollment.

"My hope is that faculty will use the relative freedom of Winterterm to teach in ways constrained by the format of a regular semester."

—Robert Hampton

Jo Paoletti, associate professor of American Studies, is one faculty member who is taking advantage of the opportunity to teach a course in a non-traditional way. Her course, "Electronic Exhibitions and Publications," which quickly filled and now has a six-person wait-list, will be taught almost entirely on the Web.

All the assignments will be posted on the Web, says Paoletti, noting that discussions will center around things like intellectual property issues and how hypertext changes the way information is posted. As the students view various media, they will be asked to "discuss" their findings with one another and post their critiques. Then, she says, they will be expected to do "a meaningful link," with another student's critique. "It helps them work collaboratively," says Paoletti, who anticipates the workload to be 20 to 30 hours and the equivalent of " a couple of papers per week," for the students.

Students will meet on the first day of classes "to see that everyone has the technological knowledge to complete the course," says Paoletti. The students will learn how to use e-mail, chat programs and how to find things on the Web. She'll also take photos of each of the class members for them to incorporate into their individual Web pages. Having taught this course last summer, Paoletti knows that the students like having the chance to see the fellow classmates with whom they're conversing over the Internet.

Admittedly, says Paoletti, the course requires a tremendous amount of self-discipline. But of the 21 students in her class last summer, only two or three truly struggled with that issue. Most students, however, preferred the flexibility to do the work when it was convenient for them—a real plus for students who work full time.

Such non-traditional approaches to education are one of the pluses of Winterterm. And its short time period makes things like study abroad programs affordable and more "do-able" for students who otherwise could not take the time during the regular Fall or Spring semester to go abroad. Courses in Egypt, Denmark and Mexico are being offered this winter.

"Winterterm allows students to immerse themselves in the study of a single field without having to balance other courses' competing claims for time and attention," says Hampton. Some students, he points out, master subjects better when learned in a compressed time frame.

Hampton says the roughly 50 course offerings are a good starting point for the university. "We don't want this to be too big too soon," he says. "We don't know where the potholes and mine fields are yet."

Assessing the university's first Winterterm is already part of the plan, says Hampton. Through some form of survey methodology, his office will attempt to learn what did and didn't work.

CUSS Words from the Council of University System Staff

The October Council of University System Staff (CUSS) meeting was held at the University of Maryland on Oct. 28. Chair Sally Hearn reported on the Regents meeting that was held at Frostburg State University earlier in October, at which the Regents approved an average 4 percent increase in tuition. Vice Chair Kris Stafford reported on the October Chancellor's Council, at which the chancellor and the presidents discussed the possibility of the use of future funding formulas for the System institutions.

The proposed Sick Leave Policy was again discussed. Assuming it is approved by the Chancellor's Council and the Regents, the new policy will eliminate "frequencies." The new policy allows managers to request a doctor's certificate for abusive use of sick leave, and abuse of sick leave may still be considered in overall performance reviews. The Council agreed that the new sick leave policy should have aggressive monitoring, and that the policy must be disseminated to all managers in the System, to ensure that the new policies are observed, and to also ensure that ordinary sick leave is not used to trigger PMP punishments. The Council requested that System Administration develop guidelines for the adoption of the new sick leave plan, and to educate all managers as to the rights and duties of both staff members and managers.

The Council agreed that the local staff groups may be better placed to ensure that the new policy is disseminated and correctly implemented. It is important that supervisors at all levels are educated about the new policy. Council members agreed to monitor the policy and its implementation on each campus, once the policy has been approved by the Chancellor's Council and the Regents.

Council guests Frank Komenda and Maitland Dade, from the University System of Maryland (USM) State Relations Office, discussed the upcoming legislative session, and what they thought would be of concern and interest to the Council. Komenda noted that 1998 is an election year and anything can happen. He noted that the University System still receives a smaller percentage of state funds (31 percent) than it received in the early 1990s. He also noted that there are several issues that may be before the legislature that will be of interest to the University community, the most important being the staff early retirement bill, or the "Workforce Flexibility Act."

This proposed bill would provide the same benefits to System staff as State employees received in 1996 from the early retirement legislation. However, only members of the Employees Retirement System or Pension will be eligible, not members of the Teachers Retirement System. The bill does not include early retirement for faculty members. Under the bill, 60 percent of the positions and 60 of the salaries are to be returned to the State.

Komenda said there is no reason to believe the bill will not be submitted to the legislature. If the governor submits it, then the legislature will most probably support it. The only problem will be if a legislator should attempt to amend it, or to introduce a different bill.

The eligibility for early retirement under the bill is at least 50 years of age, with 25 years of service. There are approximately 1,500 USM employees who would qualify for early retirement, and Komenda said approximately 40 percent of those would probably apply for early retirement. A companion bill would define who is in the Employees Retirement System and who is in the Teachers Retirement System.

Komenda also said that there may be a COLA, a fixed amount of $2,500, that would be paid at the rate of $1,250 per year, in 1998 and 1999, if approved. The legislature also may consider a bill to provide tuition benefits to certain disciplines, such as electrical engineering and other selected disciplines in areas where the demand is highest in the present job market.

Other areas of interest for University System employees include a bill to tie tuition increases to inflation, which would be less than the current amount recently approved by the Regents. Certification of teacher education programs is also being considered, in which an institution must be certified, or be required to drop its teacher education program. Funding for University College will again be considered, as will a bill to place a faculty member on the Board of Regents, much like the staff representative now. The Maryland Higher Education Council (MHEC) is also supporting a bill on the privacy issues concerning student records.

Staff development issues were discussed and Greta Davis, who is in charge of staff development at University College, described her institution's program. At University College, employees must have 40 hours of training per year. This includes everything from new employee orientation to issues workshops and classes in leadership. Council members were requested to bring their own institution policies and practices on staff development to the next meeting for further discussion.

The Council committees reported on their recent discussions, including the issue of comp. time, the development of an information packet on the Council for the legislature and the second shared governance conference.

The Exempt Pay Program Task Force is continuing to work on the exempt pay program, and position information forms have been sent to all exempt staff. If they have not already done so, exempt staff members are urged to complete these forms and return them to their supervisors as soon as possible.

For those who may have missed it, the address for the Council's Home Page is as follows: http://www.bowiestate.edu/aboutbsu/cuss/cussmain.htm

Should you wish to speak with a CUSS representative, the following are the CUSS representatives for the University of Maryland, College Park are Roberta Coates, Debora Chandler, Craig Newman and Andrianna Stuart.

dateline maryland november 18 - december 2

ARTS & ENTERTAINMENT

Environmentally Minded Muir Plays Tchaikovsky, Prokofiev

Praised by the *Washington Post* for its "incisive playing, with polished cascades of sound, balance and ... Clarity, a true meeting of the minds," the Muir String Quartet returns to University College's Inn & Conference Center on Nov. 22 at 8:30 p.m. Joining the quartet for a performance of Tchaikovsky's String Sextet in d minor, Op. 710 are university faculty members Michael Tree, violist and Evelyn Elsing, cellist.

This special musical collaboration between the Concert Society and the School of Music celebrates the merger of The Concert Society with the Maryland Center for the Performing Arts, now under construction. The evening's program, with its focus on Tchaikovsky and Prokofiev, is also part of The Art Gallery's Russian Extravaganza, in connection with the exhibition "Russian Constructivist Roots: Present Concerns," on display through Dec. 20.

Respected not only for its performances of the standard quartet literature, the Muir String Quartet is also active in the performance of the music of our time, and has commissioned works by such distinguished composers as Joan Tower, Richard Danielpour, Richard Wilson and Sheila Silver. In keeping with the quartet's namesake, the great naturalist and Sierra club founder, John Muir, the quartet donates proceeds from its series of EcoClassics CD's to a variety of environmental and conservation organizations.

Violist Michael Tree is a founding member of the Guarneri String Quartet and is one of the most recorded chamber musicians of our time. Cellist Evelyn Elsing is a former Tchaikovsky Competition finalist and has concertized around the world.

Tickets for the Muir String Quartet are $23 ($9.50 for full-time students with ID and children over 7; 10 percent discount for university faculty, staff and alumni).

For more information, call (301) 403-4240.

The Muir String Quartet performs at University College's Inn and Conference Center on Nov. 22 at 8:30 p.m.

18 November

Training & Development Seminar
11 a.m. - noon "Travel Services Update" informs participants about on-line tools available to university employees for travel reservations and expense processing. 1101U Chesapeake Bldg. Registration required. 5-5651.

Computer Training
9 a.m. - noon Faculty/Staff Training: "Introduction to Microsoft Access," (Day 1 of 2). TBA Computer & Space Sciences Bldg. 5-4261.*

9 a.m. - noon Faculty/Staff Training: "Advanced FileMaker Pro (Macintosh)," (Day 1 of 2). TBA Computer & Space Sciences Bldg. 5-4261.*

6-9 p.m. "Introduction to Photoshop 4.0," covers elements of the undisputed market leader in professional graphics. Elements covered include basic digital graphic concepts, acquiring an image, using layers and palettes, resolution vs representation, creation of web style graphics including beveled edges, drop shadows, glow effects and more. 4404 Computer & Space Sciences Bldg. 5-2940.*

Lecture
4 p.m. "Congress, Science, and the Two Cultures," Vernon Ehlers, Member, U.S. House of Representatives; and Member, House Science Committee, 1410 Physics Bldg. 5-5945.

Health
6-10 p.m. *Two-night class* Learn adult, pediatric CPR, plus obstructed airway removal techniques. Healthcare provider certification also available. Participants must register and pay in Room 2118 of the University Health Center. 4-8132.*

University Theatre
8 p.m. "Day of Absence" by Douglas Turner Ward. An uproarious comedy about the sudden and inexplicable disappearance of black citizens in a Southern town. Pugliese Theatre, Tawes Fine Arts Bldg. 5-2201.*

Dance
8 p.m. A performance of new works by department of dance faculty, Dorothy Madden Theater, Dance Bldg. 5-3198.*

19 November

Training & Development Seminar
9 a.m. - noon "The Stress Mess." If you feel overwhelmed, pressured from many angles and have a lack of energy, this interactive class on stress management will help you achieve a sense of control in your life. 4205 Hornbake Library. Registration required. 5-5651.

Lectures
Noon President's Commission on Women's Issues (PCWI) offers a conversation with women senators and delegates from the Maryland General Assembly. Topics include prospects for the university in the upcoming legislative session and for women's issues in the state more generally. Tyser Tower. 5-2504.

Noon "Sounding the Humanities," discussion of "Day of Absence" with off-campus guest speaker. 0154 Tawes Fine Arts Bldg. 5-2201.

Noon "Feminist Therapy: An Overview," Ruth Fassinger, associate professor, department of counseling and personnel services. 0106-0114, Testing Room, Counseling Center, Shoemaker Bldg.

Noon MCB Program Seminar Series: "The Organization of Glutamate Receptors in Neurons," Robert Wenthold, NIH. 1208 Zoo-Psych Bldg. 5-8422.

4 p.m. Astronomy Lecture: "Herbig-Haro Jets and their Energy Sources," Bo Reipurth, University of Colorado. 2400 Computer & Space Sciences Bldg.

4 p.m. Art History & Archaeology Fall Lectures: "Constructing a National Style in 14th-Century Venice," Debra Pincus, National Gallery of Art. 2309 Art/Sociology Bldg.

7 p.m. Architecture Lecture: "Modern Architecture for the City," Werner Seligmann, Syracuse University. Architecture Auditorium.

In the Library
3-4:30 p.m. VICTOR/EBSCO classes teach the basics of how to use VICTOR, the on-line catalog and EBSCO, an index to journal articles. 4M100E McKeldin Library. 5-9254.

Computer Training
6-9 p.m. "Intermediate Microsoft Excel," instructs users on grouping across worksheets and customizing the work environment as a technique for improving job efficiency and saving time, formatting commands, working with range names, creating, manipulating, and customizing charts, creating and recording macros, etc. 4404 Computer & Space Sciences Bldg/ 5-2940*

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6-10 p.m. Learn adult CPR, plus obstructed airway removal techniques. Participants must register and pay in Room 2118 of the University Health Center. 4-8132.*

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Computer Training
9 a.m. - noon Faculty/Staff Training: "Introduction to Microsoft Access," (Day 2 of 2). TBA Computer & Space Sciences Bldg. 5-4261.*

9 a.m. - noon Faculty/Staff Training: "Advanced FileMaker Pro (Macintosh)," (Day 2 of 2). TBA Computer & Space Sciences Bldg. 5-4261.*

1-4 p.m. Faculty/Staff Training: "Introduction to HTML (Macintosh)," TBA Computer & Space Sciences Bldg. 5-4261.*

4-7 p.m. "Intermediate HTML," Picks up where the introductory class began by applying attributes as a method of enhancing basic tag behavior, designing and building tables to present information in a clear and concise manner, internal document links as time savers, custom background images, and the appropriate use of colors in text and backgrounds to brighten up your page. 4404 Computer & Space Sciences Bldg. 5-2940.*

University Theatre
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21 November

Faculty and Staff Computer Training
9:30 a.m. - noon "Introduction to Geographic Databases and Software" (day 2 of 2) Location TBA. 5-4621.*

1-3 p.m. "Institute for Instructional Technology: The New Technology Classrooms." Location TBA. 5-2945.

1-4 p.m. "Web Spinner Clinic," Location TBA. 5-4621.*

Lecture
10-12 a..m. "Blood Politics: The Cherokee Freedmen and The Cherokee Nation of Oklahoma," a seminar by professor Circe Sturm of the Department of Anthropology, University of Oklahoma. Dean's Conference Room, Francis Scott Key Hall. 5-4302.

Music
3-5 p.m. "Yarawi (South American Highlands Music)," Stamp Student Union Atrium. 4-7168.

University Theatre
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In the Library
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Dance
8 p.m. A performance to benefit the Children's Dance Lab. Dorothy Madden Theater, Dance Bldg.

23 November

University Theatre
2 p.m. "Day of Absence" by Douglas Turner Ward. An uproarious comedy about the sudden and inexplicable disappearance of black citizens in a Southern town. Pugliese Theatre, Tawes Fine Arts Bldg. 5-2201.*

24 November

Lectures
3:30 p.m. "Crossing the Boundaries of Gender in Vergil's Aeneid," Barbara McManus, College of New Rochelle. 1400 Marie Mount Hall. 5-2024.

4:30 p.m. "Saving What's Best in America: Community, Justice and the Dilemmas of Race in the U.S.," Roger WIlkins. location TBA 5-3566.

Computer Training
6-9 p.m. "Advanced HTML," picks up from the Intermediate course by introducing "frames" as a design element in web pages. Additionally, students will learn and create their own animated graphics, text banners, and transition effects. The audience will also participate in creating their own customized "imagemaps". Time permitting, students will learn how to incorporate multimedia into their web pages. 4404 Computer & Space Sciences Bldg. 5-2940.*

25 November

Training & Development Seminar
9-noon "Know Your Social Style," People have a tendency to use a particular style when they communicate with others. In this course, participants complete a self-assessment questionnaire, gain an understanding of their styles and learn the positives and negatives of using certain styles with others at work. 1101U Chesapeake Bldg. Registration required. 5-5651.

Lecture
4 p.m. "Crystal Growth Under Stress: Instabilities and Self-Organization," Jerry D. Tersoff, Research Staff Member, IBM Thomas J. Watson Research Center. 1410 Physics Bldg. 5-5945.

1 December

Book Center
Noon "Dover Technical Bookfair," 20 percent off of all Dover Technical books in stock, excluding textbooks.

2 December

Training & Development Seminar
9 a.m.-noon "How to Get the Job You Want," teaches various techniques to make you an outstanding candidate for the job you want. 1101U Chesapeake Bldg. Registration required. 5-5651.

Lecture
4 p.m. "The Mathematics of Making a Mess," Persi Diaconis, professor of Mathematics and Operations Research and Industrial Engineering, Cornell University. 1410 Physics Bldg. 5-5945.

Health
6-10 p.m. Learn adult CPR, plus obstructed airway removal techniques. Participants must register and pay in Room 2118 of the University Health Center. 4-8132.*

Parent's Gallery

From Nov. 15 to Jan. 9, the Parents' Association Gallery hosts the paintings and drawings of Glen Cebulash and John van Rens.

Cebulash completed his master's degree work at American University and is currently an assistant professor at Wright State University and has exhibited at the Watkins Gallery, Kennedy Center and Bowery Gallery. Van Rens received his master's degree from American University and has exhibited at the Watkins Gallery and the Provincetown Art Association Museum.

The gallery is located on the first floor of the Stamp Student Union next to the information desk.

For more information, call 314-8493.

Calendar Guide

Calendar phone numbers listed as 4-xxxx or 5-xxxx stand for the prefix 314- or 405-. Events are free and open to the public unless noted by an asterisk (*).

All calendar information for Outlook is downloaded directly from inforM's master calendar, located on the Internet at www.inform.umd.edu.

Submissions to inforM can be made by e-mail to: calendar@umail.umd.edu. To reach the inforM calendar editors by phone, call 405-0825.

Listings highlighted in color have been designated as Diversity Year events by the Diversity Initiative Committee.

Chorus Provides Heavenly Holiday Sounds

Ring in the holidays with the heavenly sounds of the University of Maryland Chorus as it presents its annual Christmas concerts on Saturday, Dec. 6 at 8 p.m. and Sunday, Dec. 7 at 2 p.m. and 5 p.m. in Memorial Chapel.

Conducted by Paul Traver, the concerts feature spectacular holiday brass selections, festive seasonal choruses, including the Christmas portion of Handel's *Messiah* and traditional sing along carols such as *Silent Night*.

Tickets are $10 general admission, $7 for university students, faculty, staff and senior citizens, $3 for children age 12 and under (Dec. 7, 2 p.m. concert only).

For more information, call 405-5568.

Film Programs Commemorate Marshall Plan Anniv.

Fifty years ago, the United States responded to post-World War II economic and agricultural devastation in Europe with an unprecedented relief effort known as the Marshall Plan. In December, the National Archives and Records Administration presents two free film programs commemorating the anniversary of this historic rescue effort. The programs featured include:

Wednesday, Dec. 3, noon: "Newsreel Theater: The Marshall Plan," a selection of newsreels and other short subjects from the motion picture holdings of the National Archives highlighting the history of the Marshall Plan.

Wednesday, Dec. 10, noon: "The Marshall Plan: Against All Odds." Roger Mudd narrates this new documentary on the most controversial rescue effort in history. The film combines archival footage and interviews with Europeans who reflect on the legacy and consequences of the Marshall Plan's vision. Produced by the Educational Film Center.

The screenings are held at the National Archives Auditorium at College Park, 8601 Adelphi Rd. For more information, call (202) 501-5000.

More Musical Moments of Note

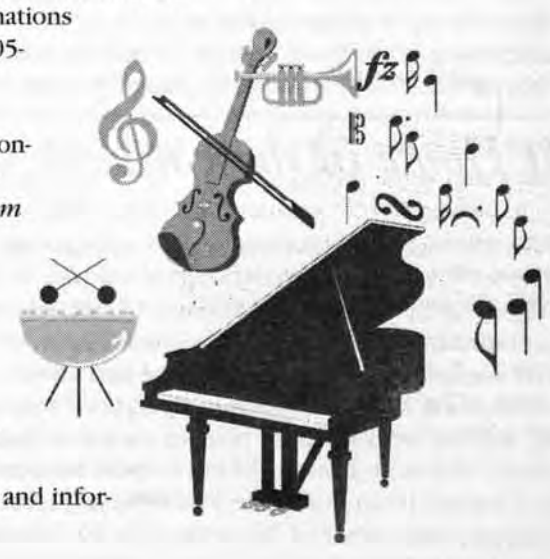
♪ On Nov. 25 at 7:30 p.m., in the Ulrich Recital Hall the School of Music presents the first recital of the University of Maryland Chamber Jazz Series. The recital consists of faculty and student jazz combos. Featured performers include Chris Vadala, Ron Elliston, Robert Gibson, Richard King, Gerry Kunkel and Steve Fidyk. Works will be extracted from the masters of jazz such as Davis, Coltrain, Ellington and Gillespie.

Admission to the concert is free. For more information, call 405-5519.

♪ On Wednesday, Dec. 3 at 5 p.m., the Guarneri String Quartet presents an open recital in the Ulrich Recital Hall. Admission is free. For more information, call 405-1150.

♪ The Jazz Ensemble presents its Winter Showcase Concert, Dec. 8 at 7:30 p.m., in the Colony Ballroom, Stamp Student Union.

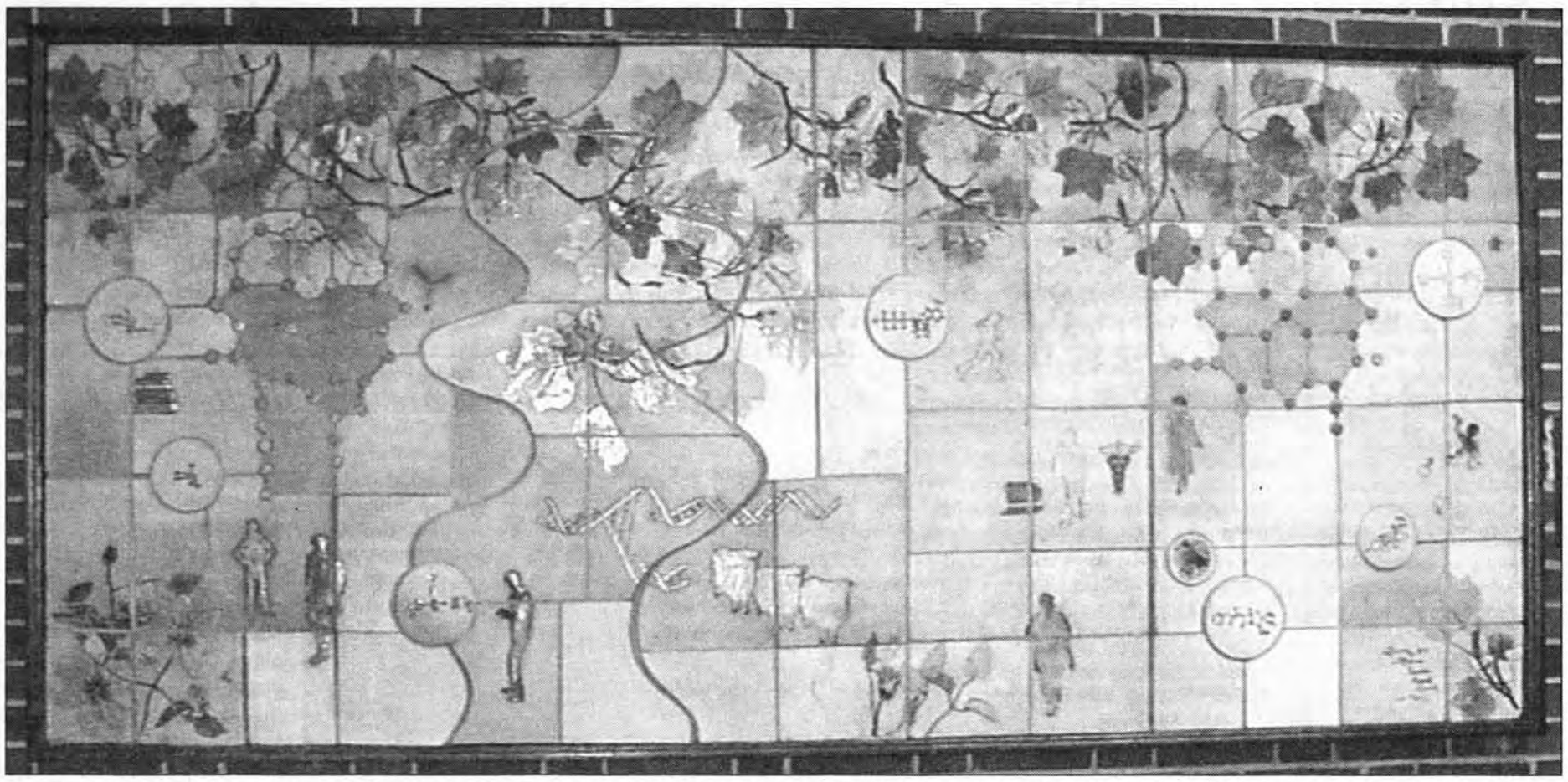
The concert features Chris Vadala as conductor and Michael Davison on trumpet. Admission is free, but donations will be accepted. For more information, call 405-5519.



♪ The Symphonic Wind Ensemble hosts a concert on Dec. 9 at 8 p.m., in Tawes Theatre. The program includes the *Celebration Fanfare from Stepping Stones* by Joan Tower, the march from *Symphonic Metamorphosis* by Paul Hindemith, and *Concertino* by Paul Vidal, featuring Emerson Head on trumpet.

Ensemble director John Wakefield will conduct the first half of the program, Frederick Fennell will be the guest conductor for the second half. Admission is $10, $7 for senior citizens and $5 for students. For tickets and information, call 405-1150.

Mural Proves that Merging Science and Art Requires Good Chemistry



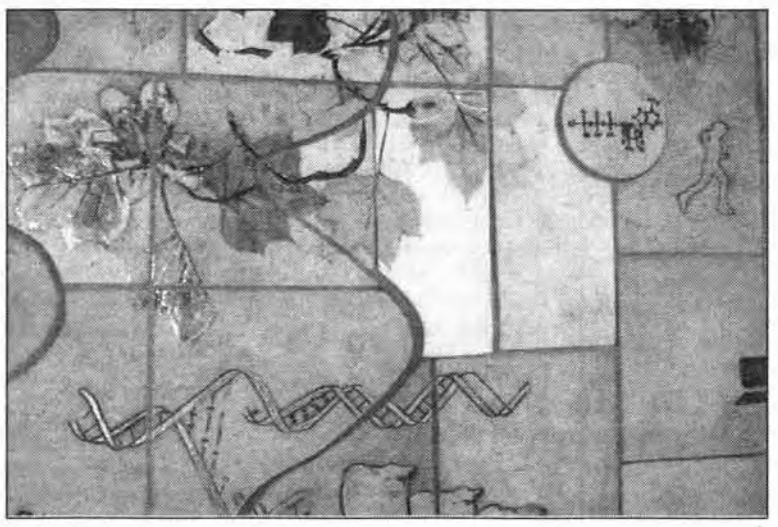
Maryland artist Jane Larson created this mural, "Ten Molecules that Shaped the World," which is on display in the Chemistry Building. Below is a close-up of the mural which features diagrams of 10 molecules, plus diagrams of water and a "mystery molecule."

Local ceramic artist Jane Larson has completed a unique mural, "Ten Molecules that Shaped the World," for the lobby of the Chemistry Building. Commissioned by the university, Larson's 4-foot by 8-foot mural features diagrams of 10 molecules—chlorophyll, heme, urea, adenosine triphosphate (ATP), DNA, glucose, cellulose, penicillin G, progesterone and cisplatin—plus diagrams of water and a "mystery molecule." A reception honoring the Bethesda artist and her newly placed mural was hosted by chemistry department chairman Bruce Jarvis earlier this month.

Larson's mural is made from thin clay slabs into which she has impressed diagrams of the molecules, together with branches and leaves of a tulip poplar tree. She also stamped into the clay images of other objects that are connected in some way to these molecules and their role in the chemistry of life. For example, next to the diagram of ATP—the molecule that supplies energy to cells through its hydrolysis to adenosine diphosphate (ADP)—is impressed the figure of a woman runner. To create the orange, brown and yellow colors in the piece and give the impressions their fossil-like character, Larson stained and glazed the clay — after cutting it into tile-sized pieces for firing. The finished pieces were reassembled on-site into the mural.

According to Larson, she chose tulip poplar branches for the impressions that form the largest visual element of the work because 20 million-year-old tulip poplar leaves found in the shale of a lake bed in Idaho have provided the oldest samples of well preserved DNA ever found. This mural, Larson says, is part of her efforts to "express in the durable clay bed some of the wonders of our scientific knowledge including the particular importance of chemistry."

A recent example of the tremendous importance of these molecules, she says, is seen in the awarding of

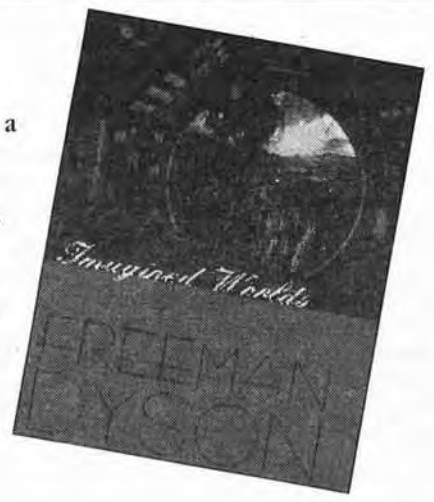


the 1997 Nobel Prize in chemistry to three scientists [Paul Boyer, University of California, Los Angeles; John Walker, Medical Research Council Laboratory of Molecular Biology, Cambridge, United Kingdom; and Professor Jens Skou, Aarhus University, Denmark] for their pioneering work on enzymes that participate in cells' conversion of ATP. The diagram of the ATP molecule is in prominently placed in the center of the mural.

Larson describes the other molecules and their depiction in her mural in this way. "The two clay-cut molecules, chlorophyll and heme, are similar in their design for both came from a biological arrangement of atoms (the porphyrin collar) thought to have been among the first organic molecules to appear after the birth of life on Earth. Urea was the first biological molecule synthesized in the laboratory, laying the groundwork for much of the organic synthesis work to follow. DNA makes cloning Dolly the sheep the newest thing. Glucose and its many derivatives provide much of our biological mass and food supply; while cellulose has given us paper, the library and civilization itself. Penicillin G (petri dish on view) ushered in antibiotics, and progesterone was the first discovered and most important pregnancy hormone. Cisplatin is a major cancer fighting drug. Water is part of this mural, and a ghost molecule from the fire beckons the viewer to guess its identity, when all the others have been found. It is to be hoped that this new fossil record [the mural] will last as have its forbearers."

Larson's works can be found in many other places in the Washington, D. C. area, including the permanent collection of the Renwick Gallery, the Johns Hopkins School for International Studies and the headquarters of the American Association for the Advancement of Science.

At Home in the Universe with Freeman Dyson



The Distinguished Lecturer Series continues this month with eminent physicist Freeman Dyson discussing, "The Universe as a Home for Life," on Wednesday, Nov. 19 at 4 p.m. in the Physics Building Lecture Hall, Room 1412.

Dyson, of the Institute for Advanced Study, Princeton, writes about physics and about science in general for readers of Scientific American, The New Yorker and The New York Review of Books. Writing intriguingly on ethics and scientific enterprises, he is celebrated for making science accessible to non-specialists.

As a young man, he worked in Operations Research for the Royal Air Force Bomber Command during World War II, dealing with survival techniques for bomber crews. He has received several important prizes and medals: the Danny Heineman Prize from the American Institute of Physics; the Lorentz Medal from the Royal Netherlands Academy; the Hughes Medal from the Royal Society, London; and the Wolf Prize in Physics, among others. He also holds many honorary degrees.

Dyson is the author of *Disturbing the Universe* (1979), which has been translated into seven languages, *Weapons and Hope* (1984), *Origins of Life* (1986), *Infinite in All Directions* (1988), *From Eros to Gaia* (1992) and *Imagined Worlds* (1997).

Emeriti Faculty Get Their Night of Honor

Twenty-four members of the University of Maryland, College Park faculty are being honored at the annual Faculty Emeriti Awards Dinner on Thursday, Nov. 20. Following a cocktail reception in the Prince George's Room and dinner in the Grand Ballroom Lounge of the Stamp Student Union, Gregory Geoffroy, vice president for academic affairs and provost will offer remarks. Prior to the awards presentation, Maryland's own three tenors, Gylchris Sprauve, Pedro Rodelas and Bryce Westervelt will give special vocal performances.

The following 1997 faculty emeriti will then be presented with their awards:

- Robert Bennett, associate professor emeritus, department of economics
- Robert Berdahl, professor emeritus, department of educa tion policy, planning and administration
- Janice Birk, professor emerita, department of counseling and personnel services
- Chung Yun Chang, professor emeritus, department of physics
- Don Denny, professor emeritus, department of art history and archaeology
- Alan DeSilva, professor emeritus, department of physics
- Greta Fein, professor emerita, department of human devel opment
- Robert Gluckstern, president emeritus, department of physics
- Robert Harger, professor emeritus, department of electrical engineering
- Robert Hirzil, associate professor emeritus, department of sociology
- Lewis Lawson, professor emeritus, department of English
- William MacDonald, professor emeritus, department of physics
- Roger McIntire, professor emeritus, department of psychol- ogy
- Alan Pasch, professor emeritus, department of philosophy
- Lee Preston, professor emeritus, College of Business and Management
- Don Piper, professor emeritus, department of government and politics
- Ruth Proctor, principal agent emerita, Cooperative Extension Service
- James Pugsley, associate professor emeritus, department of electrical engineering
- Bob Robertson, professor emeritus, department of microbi ology
- Joseph Sampugna, associate professor emeritus, department of chemistry & biochemistry
- Richard Vitzthum, professor emeritus, department of English
- Gene Weiss, associate professor emerita, College of Arts and Humanities
- Calhoun Winton, professor emeritus, department of English
- John Wysong, professor emeritus, department of Agricultural and Resource Economics

For more information about the awards dinner, please call 405-4638

SEC Holiday Job Fair Today

The Student Employment Center sponsors its seventh annual Holiday Job Fair, an opportunity for students to meet with employers, both on- and off-campus about holiday part-time positions. The fair takes place on Nov. 18 in the Stamp Student Union from 10 a.m. to 2 p.m.

More than 30 employers are expected to participate in this year's fair. Last year employers reported an overwhelming response, meeting with more than 600 students. A number of students were hired on the spot and many gained the opportunity to interview as a result of the fair.

For more information, contact the Career Center at (301) 314-7225.

Believe it or Not, Time Is on Your Side

And Sociologist John Robinson Has the Incriminating Data to Prove It

Is there a pile of work in your in-box that seems to multiply by the minute, a to-do list that's longer than a Stephen King novel and a sinking feeling that you don't have enough minutes in the day to complete every task?

Don't fret. Just sit back and relax a little because you have more free time than you realize, according to professor of sociology and director of the Americans Use of Time Project John Robinson.

Robinson, who co-authored the book *Time for Life: The Surprising Way Americans Use Their Time*, with Penn State's Geoffrey Godbey contends in their book (released by Penn State Press this summer) that Americans have more free time than they did 30 years ago.

"[The book] documents several surprising ways in which everyday life has or has not been changing since the 1960s and earlier, not only in terms of time spent in work and family care, but also in terms of the way we spend our free time," says Robinson in *Time for Life*.

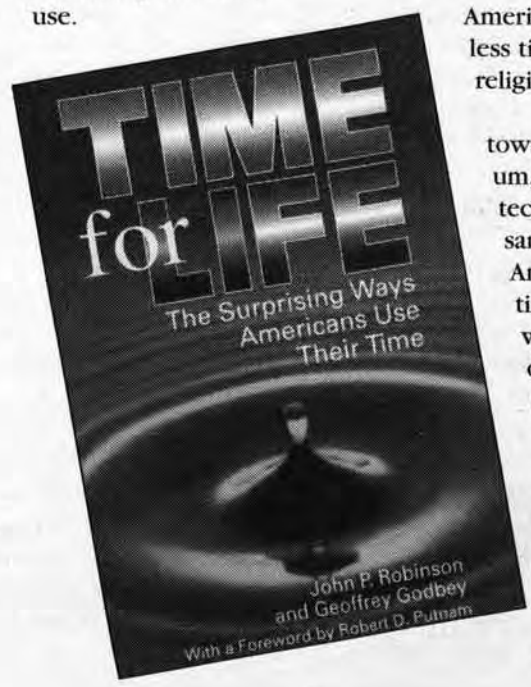
What sets Robinson and Godbey's study apart is their innovative use of the "time-diary method," to gather their data. With this method a cross-section of Americans detail how they spend their time on a particular day, rather than estimating their time use.

"The 'time diary' is a sort of social microscope that allows us to examine facets of daily life that are not otherwise observable," Robinson and Godbey say.

Robinson says the way people utilize time has always been an interest for him, one that dates back to the mid-60s. He has authored several books dealing with the use of time, including *The Rhythm of Everyday Life: How Soviet and American Citizens Use Time and How Americans Use Time.*

In *Time for Life* the authors make several controversial but poignant points like Americans are not working longer hours on their jobs, women's total work time is not significantly higher than men's and Americans are not spending less time on sleep, meals or religion.

Sociology professor John Robinson's interest in how people use their time dates back to the '60s. In his newest book, *Time for Life: The Surprising Way Americans Use Their Time*, he claims–much to many people's chagrin–that we actually have more free time than we think.



As we head toward the next millennium, Robinson says that technology hasn't necessarily influenced Americans' utilization of time. For example, while the introduction of the washing machine saved some time on one hand, on the other hand it increased the amount of time people spent washing clothes because they expanded their wardrobe.

While the authors contend that Americans have more free time, than before, Robinson admits that the perception is that people are simply running out of time. "People do feel more rushed," he says.

However, it's not work duties or family responsibilities that leave people with the perception that there are only 14 hours in the day, not 24. The culprit, Robinson says, is the television.

"Television is a real time grabber," he says, noting that Americans spend 13 to 20 hours of their free time each week watching television.

For Robinson, researching how people study time can be timeless. "It's a continuing process," he says, noting that future studies include more studies of how people utilize time in other countries.

"For me, the study of time is a free-time activity," he says.

—LONDA SCOTT

Maryland Spotlight

Spying on the Past: John Newman's Intelligence Cracks Open the Archives

Historian John Newman has long labored in the archival vineyards, suffering through reams of boring documents to separate ripe bits of information from dross.

In his book "JFK and Vietnam," the first in a series of books on American foreign policy in the 1960s, Newman contends that Kennedy was preparing to pull troops from Vietnam at the time of his death. This revelation "turned around" the idea that Johnson just continued Kennedy's policy. "What it takes to get to something that goes against an orthodoxy, or goes against a predisposition," Newman says, "is a tremendous amount of leg work, of gumshoe work."

Newman learned to be a sleuth of paper trails as a secret intelligence analyst in the U.S. Army. In 1994, he retired at the rank of major after working as an analyst and a linguist—he is fluent in Chinese—for 21 years in the Army's Military Intelligence Branch. Newman started teaching three courses a semester at University College while he was a company commander. "It was a little tough working two jobs," he says. "But it was good for me because I had always intended to go into academics."

In 1981 when he was stationed in Okinawa and teaching at night at the Asian division of University College, Newman lead the first group of University College students into China. "At that time China had a campaign against 'western spiritual pollution' going on," he says. "Well, we spiritually polluted as much of China as we possibly could. Students will be students."

Today the former attache uses his analytic skills as an author. To write "Oswald and the CIA," his second book, the professor spent two years combing about 1.5 million pages of documents at the National Archives, searching for mention of Lee Harvey Oswald in the CIA's papers. He found many low level messages about Oswald that had been sent back and forth from the CIA's headquarters to its stations all over the Caribbean and Miami. There was also, he says, "an enormous number of distortions, cover-ups, and lies" about Oswald who, beginning in 1959, was monitored by some of the most sensitive surveillance programs run by the CIA, the Navy, and the FBI. Newman also concluded from his research that Oswald was deeply involved, perhaps unwittingly, in the agencies' operations.

Work on Newman's forthcoming book, "Kennedy and Cuba," slowed with the beginning of the fall semester. An adjunct professor, Newman lectures in the University of Maryland Honors program where his "America in the Sixties" has been one of the most popular CORE classes for over a decade. He also teaches courses on Russia, China, Vietnam, Middle Eastern politics, 20th century American history, and counter-terrorism, as an associate professor at University College,

"What it takes to get to something that goes against an orthodoxy, or goes against a predisposition is a tremendous amount of leg work, of gumshoe work."

—John Newman

Newman's latest academic venture is with College Park Scholars. Students in all 10 Scholars programs have been offered the opportunity to do documentary archival research "discovery projects," instead of choosing from their regular program options. Students will research topics of their choice, under Newman's tutelage. It is his hope that students will pursue subjects relevant to their specific concentrations. "Presumably, a public leadership person would like to get hold of some of these new Nixon tapes for example," he says, but there are no restrictions.

This is an expansion of Newman's role of last year when he individually met with 11 students from one Scholars program, international studies, and paired them with mentors at Archives II. Last year's projects were as varied as they were fascinating. One student of Ethiopian ancestry studied the Italian—Ethiopian War of the mid-1930s. He narrowed his focus to support from African Americans in the United States and found letters from sharecroppers that were sent to Ethiopia. He even located the records of two African Americans who had flown as pilots for the Ethiopians against the Italians.

Another student learned how the line was drawn between North and South Korea. "It surprised everybody to find out that the young colonel who drew the line was Dean Rusk, who later became Secretary of State."

In a third project, a student uncovered an American, female version of James Bond, June Cobb who was in Castro's inner circle and was recruited by the CIA. As part of her research, the student interviewed Cobb in New York.

In addition to doing detective work in the National Archives, Newman would like Scholars students, in environmental studies and science and the universe disciplines, for instance, to make use of his tepee camp on a mountain in Lost River, West Virginia. "Students in many of the 10 programs have good reasons to go out there," he says. "We'll mix learning and rafting and hiking in the woods and having a good time all together."

Newman divides his time between his home in the Maryland suburbs and Lost River, an area which is surrounded by the George Washington National Forest. After leading his Wednesday night class he drives to his cabin, and doesn't come back until Monday morning. "I don't see any reason why I should. It's so beautiful out there."

—RITA SUTTER

FOR YOUR INTEREST

Kindergarten Open House

This week two events take place at the Center for Young Children for parents of children who are eligible for Kindergarten next year.

From Nov. 17 to 21 the center hosts a Kindergarten Open House from 9:30-11:30 a.m. The center also hosts a town meeting on Nov. 19 from 7:30-9:30 p.m. on the topic "Readiness for Kindergarten Curriculum, Transition to 1st Grade."

For more information, contact Nancy Hey at (301) 405-3168.

Club Luncheon

University Club members have an opportunity to meet with Pres. William E. Kirwan during an informal open house lunch on Nov. 25 at noon.

A light lunch will be served at the meeting, which takes place at the Rossborough Inn. The cost for the luncheon is $6 and reservations are required by Nov. 21.

For more information, contact Vonnie Franda at (301) 314-8015.

Take Five

The Division of Letters and Sciences (L&S) is seeking faculty, staff and full-time registered Ph.D students to advise L&S freshmen admitted in January. L&S is the advising home for students who want to explore their academic options before choosing a major. Approximately 75 freshmen will enter L&S this winter and the division needs your help to be sure each of them will have an assigned adviser.

If you would like to advise five L&S students whose academic interests match your own, please e-mail Wendy Whittemore at wwhitte@deans.umd.edu. Current volunteers include faculty, research associates, professional staff and full-time Ph.D. students.

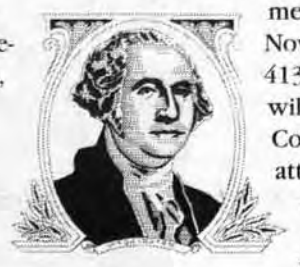
Volunteers will attend a preparation session and one day of Freshman Orientation. You may review Advise-5 information on the L&S Web page at: http://www.inform.umd.edu/LettersSciences/advise5.html or e-mail Whittemore for the e-mail version of this information.

Fourth Friday Frontliner Update

Because the fourth Friday in both November and December falls on days when the university is closed, there will be one customer service refresher session on Friday, Dec. 12, from 10:30 a.m. to noon in Memorial Chapel.

To reserve your spot, call 314-9893 by Dec. 5.

Investing Wisely



This month's Investor's Group meeting, Wednesday, Nov. 19 at noon in Room 4137 McKeldin Library, will feature William Conway, a practicing attorney in the area of estate and tax planning. Conway hosts the weekly radio program, "Legacy," broadcast Saturdays at 10 a.m. on Business Radio 730 AM.

A graduate of Georgetown University Law Center and a registered investment adviser and tax attorney, Conway will address "The New Tax Laws-Their Impact on Your Investments and Retirement." There are important new changes in capital gains tax rates, home sale profits, new IRA provisions, and higher allowables for estates, any one or all of which will affect many individuals. Come listen to Conway and bring your questions.

For more information, contact Gary Kraske at gk13@umail.umd.edu.

Needed: Faculty Advisers

Many student organizations are in need of an interested faculty member to serve as a faculty adviser. Fraternities and sororities are required by the university to have a faculty adviser to help focus on the academic climate and goals of the chapter. Other student organizations also are in need of faculty advisers to assist them in their development.

If you are interested in becoming a faculty or staff adviser, please call Terry Zacker at 314-7165.